



# Anatomy of a Whistleblower Case

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## Steps in Whistleblower case

- Define the problem
- Plan the engagement
- Engage necessary expert
- Execute the plan
- Report the findings

## Who is a whistle blower?

- One who reveals wrongdoing
- An employee who reports employer wrongdoing to a governmental or law-enforcement

## What laws protect whistle blowers?

- Texas Whistleblower Act
- Texas Labor Code
- Sabine Pilot doctrine
- Sarbanes Oxley
- OSHA
- Environmental protections

## What steps does the nonprofit need to take?

- Engage an attorney to conduct the investigation
- Issue do not destroy documents order
- Do not attempt to investigate the claims
- Do not take any employment actions

## What steps does the attorney need to take?

- STEP 1
- Draft an engagement letter tailored to this engagement
- Determine whether to engage criminal attorney as co-counsel
- Determine the applicable authority for this complaint

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